



# Clay County 2024 Fringe Benefit Summary Guide

<b>County/Employer Cafeteria Contribution</b>	<b>100% FTE 40 Hrs./Week</b>	<b>80% FTE 32 Hrs./Week</b>	<b>75% FTE 30 Hrs./Week</b>	<b>60% FTE 24 Hrs./Week</b>
Family	\$1,743.00	\$1,394.00	\$1,307.00	\$1,046.00
Single Grandfathered – Benefit eligible <b>before</b> 12/31/2019	\$1,417.00	\$1,134.00	\$1,063.00	\$850.00
Single – Benefit eligible <b>after</b> 01/01/2020	\$982.00	\$786.00	\$737.00	\$589.00

<b>Health Insurance Premiums - Required</b>	<b>Single</b>	<b>Family</b>
Comprehensive CMM 1000	\$1,044.50	\$2,797.00
VEBA 2600 – Includes \$110/\$220 VEBA Contribution**	\$912.00	\$2,365.00
CDHP 4000 – Includes \$145/\$290 HSA/VEBA Contribution **	\$962.50	\$2,478.50
CDHP 6750	\$630.00	\$1,657.50
** These plans have a required monthly contribution into a tax-advantaged account. The contribution is calculated in the premium on this worksheet; however, the deductions will show up separately on your paystub.		

<b>Dental Insurance Premiums</b>		<b>Voluntary Vision Premiums – Materials Only Plan</b>		
Single Premium – Required	Family	Single	Single + 1	Family
\$45.00	\$116.00	\$9.62	\$17.05	\$25.45

<b>Life Insurance</b>	
Basic Life – Required	\$25,000 coverage for \$2.88/ month.
Supplemental Life - Self	Up to \$500,000. Rate based on age as of 1/1/2022.
Supplemental Life - Spouse	Up to \$150,000. Rate based on age of spouse as of 1/1/2022.
Dependent – All Children Under 26	\$15,000 coverage per dependent for \$1.95/month total.

<b>Other Benefits Available</b>		
Long Term Disability	Cancer	Long Term Care
Short Term Disability	Accident	Critical Illness
Flexible Spending Accounts: Medical	MN State Deferred Compensation	Health Care Savings Plan (Union Specific)
Flexible Spending Accounts: Daycare	Nationwide Deferred Compensation	Employee Assistance Program – Free

<b>Vacation Accruals (Years of Service)</b>		<b>Sick Leave</b>
1 – 4 Years	96 hours per year	3.70 hours per pay period/96 hours per year. 300-hour minimum/5 years of service required for eligibility to receive % of sick hours at separation of employment.
5 – 10 Years	120 hours per year	
11 – 15 Years	144 hours per year	
16 – 20 Years	168 hours per year	
21+ Years	192 hours per year	

<b>Holidays - The following days have been designated as official paid holidays:</b>		
New Years Day – 1/1/2024	Juneteenth – 6/19/2024	Thanksgiving Day – 11/28/2024
Martin Luther King Day – 1/15/2024	Independence Day – 7/4/2024	Friday after Thanksgiving – 11/29/2024
President's Day – 2/19/2024	Labor Day – 9/2/2024	½ Day Christmas Eve – 12/24/2024
Memorial Day – 5/27/2024	Veteran's Day – 11/11/2024	Christmas Day – 12/25/2024
When a holiday falls on a Saturday, the preceding Friday shall be designated as the official holiday. When a holiday falls on a Sunday, the following Monday shall be designated as the official holiday.		

<b>Retirement (percent of salary)</b>		
(Public Employee Retirement Association – PERA)		
	County Contribution	Employee Contribution
Correctional Officers	8.75%	5.83%
Deputies	17.70%	11.80%
All Others	7.5%	6.5%

Employees working 24+ hours per week are required to enroll in the *Core Benefit Package*, which includes at least a Single Health Insurance, Single Dental and Basic Life Insurance. There is no opt-out provision for employees for the core benefits. Due to this condition of employment, all benefit-eligible employees are given a County Contribution each month to be used toward the cost of benefit elections including both the core benefits and any voluntary benefits the employee elects.

New employees are eligible for the insurance benefits the 1<sup>st</sup> of the month following 30 days of full-time employment

For questions about the Clay County benefits package, contact Anna Moore at 218-299-5015 or at [anna.moore@claycountymn.gov](mailto:anna.moore@claycountymn.gov).